

# Commission's Grant Application Form

Shelby County Board of Commissioners

## **GRANT APPLICATION**

Legal Name of the Organization:	One Step Initiative
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EIN:	47-1593581
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Street Address of Organization	2317 Larose Avenue Memphis, TN 38114
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Office Phone:	9012403972
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E-mail	<a href="mailto:info@onestepinc.org">info@onestepinc.org</a>
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### EXECUTIVE DIRECTOR

First Name	Brian
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Last Name	Booker
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### GENERAL CONTACT FOR THIS REQUEST(if other than Executive Director)

First Name	<i>Field not completed.</i>
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Last Name	<i>Field not completed.</i>
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Title:	<i>Field not completed.</i>
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### DESCRIPTION OF GRANT REQUEST

Program/Project Area:	Shelby County
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Amount Requested	30000
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Total Organizational budget (for current year):	135000
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Total Project/Program Budget: 112000

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Dates covered by this budget: January 1, 2016-December 31, 2016

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Project/Program Name: Youth Global Ambassadors

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## INTRODUCTION AND BACKGROUND OF ORGANIZATION

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Please summarize in a short paragraph the purpose of your agency. Briefly explain why your agency is requesting this grant, what outcomes you hope to achieve, and how you will spend the funds if a grant is made.

One Step Initiative (OSI) requests funding for the Fiscal year 2016. OSI seeks support in improving nonprofit effectiveness, program quality, and operational growth in introducing underserved high school students to international education opportunities. Purposes of funding will be used to prepare 16 students through six months of training for a global learning and sustainability program overseas this December. OSI team members work alongside respected youth service organizations and school districts to identify self-motivated young people from the inner city and bottom five-percent performing high schools. Scholars are selected at least six months prior to departure and shall be known as Youth Global Ambassadors.

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## Narrative - Organization

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Current programs and accomplishments. Please emphasize the achievements of the recent past.

One Step Initiative, Inc (OSI), based in Memphis, is the only international education provider operating in the Tri-State (Tennessee, Mississippi, Arkansas) region. OSI is a 501c3 non-profit organization that offers study abroad programs for youth who attend high schools in historically underserved neighborhoods. Founded in 2014, OSI's vision is to be the most trusted name in high school global education by granting students transformational learning opportunities despite socioeconomic barriers. Mission: Education beyond borders. The experiential learning programs of OSI strengthen the organizational mission by promoting international culture and uniqueness among disenfranchised communities. This program is imminently replicable not only in the Mid-South Region but nationwide. OSI is actively perfecting the Memphis model before expanding to other communities. Similar communities

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where the OSI model could also be rendered successfully include Compton, California, St. Louis, Missouri, and Atlanta, Georgia. Team members have established relationships with community leaders and educators in Memphis and those aforementioned areas that have been traditionally overlooked. Global learning implemented by OSI will continue to serve as a vehicle that inspires students to interact with one another at higher level. These interactions internally and externally are met with the expectation that students find academic and personal success while learning lifelong leadership skills. The ultimate goal for OSI students is to become active in developing immediate solutions to the community's most pressing issues and accepting social responsibility. Our immediate goals are to increase the number of students impacted through the Youth Global Ambassadors program to 100 through two program cohorts by 2018. We plan to galvanize local youth service organizations into working cohesively for the benefit of the children. Also, we will eliminate cultural biases between people of various backgrounds. Serving minority youth between the ages of 15-18 years old with the skills to become successful in life is at the core of all OSI programs such as the Youth Global Ambassadors. Study abroad is one of the greatest ways for scholars to acquire the kinds of life skills that can't be learned in a classroom. Skills such as initiative, maturity, and independence make students who participate in the Youth Global Ambassadors program more marketable to colleges and better candidates for competing in the global economy. Some of today's students are graduating without a competitive advantage. To navigate today's world, the need to have an entrepreneurial mindset is greater than ever before. This does not mean every person should be an entrepreneur. It only necessitates the attainment of skills to compete in an increasingly interconnected world e.g., autonomy, proactivity, flexibility. The OSI model instills multicultural entrepreneurship into each student- the promotion of growing great ideas through international experience and relationships. Most recently, OSI has onboarded our largest competitor. EF Tours out of Cambridge, Massachusetts is the largest study abroad provider in America. Through our partnership EF Tours will arrange all of our overseas logistics for our student travelers and chaperones. We have already worked together to outline programs in Japan, Spain, and Italy. The OSI Ghana program is facilitated through Kokrobitey Institute. Students will participate in global learning programs

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designed to strengthen the intersection between education, sustainability, and development through innovative programs and projects. The best way to help students gain new perspectives and build skills for the future is through experiential learning. These accredited institutions have partnered with educators across the world to create global education programs that blend classroom, digital and experiential learning for students. In addition to the 3 college credit hours offered by Southwest TN Community College's Academic Success program, weShare, is an online learning platform that taps into students' strengths and passions to deliver a deeper learning experience before, during and after international tours. Students post-tour presentations give them a chance to reflect on and share what they've learned, and also earn high school or college credit. In total, all participants through OSI's Youth Global Ambassadors program have the option to obtain 6 college credit hours as a high school student.

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Numbers of paid full-time staff: 1

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Number of paid part-time staff: 1

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Number of volunteers: 7

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### **Narrative - Funding Request**

Please describe the program/project for which you seek funding and include how it will benefit the general welfare of residents in Shelby County, TN.

The Youth Global Ambassadors program will host direct services, which will include exposure to cultural and business aspects of specified countries for specific participants. The program will also sponsor "Super Saturday" events where students in the community will have an opportunity to participate in events focused on foreign travel and international education. This program will offer young people the chance to identify common values with other participants from different countries; despite their cultural differences. The activities will give participants the time and the tools for overcoming prejudices; or persons whose culture differs from theirs. The activities are also designed to give confidence to young people in becoming future leaders in their societies and to be open minded towards others. The project provides knowledge on "how to be" an active citizen and how to be a part of a

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community in order to express one's views and beliefs. Participants understood the importance of social cohesion and now they can be promoters of mutual understanding and cultural diversity among the young population in their communities. In order to spread the project's objectives and results, young people will act as multipliers within their schools. They will give a presentation of the project in which they were involved and encourage other pupils to take part in such programs. The Youth Global Ambassadors, as they will be named, will use this opportunity to better their understanding of social equality.

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### **General Operating Support**

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If applying for general operating support, briefly describe how this grant will be used.

Our plan is to use this grant to build steady momentum towards a service of 250 students annually with foreign studies programming in 2019. This is made possible through the facilitation of two Global Pathways to Success camps spread out over four countries (Japan, Spain, Italy, Ghana). The traveler capacity per program for any foreign country at one time is 80 persons. In order to keep groups manageable we've decided to limit student entrants to 32 and adult chaperones to 6 per traveler's cohort.

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### **Project Support**

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Please explain the specific project including a statement of its primary purpose and the need or problem that you are seeking to address.

Other international education providers meeting this same need effectively are naught. After researching initiatives aimed at increasing study abroad participation for diverse and minority students, we have found that too few programs have an understanding of the demographic OSI targets and how to serve inner city, disadvantaged youth. After being actively engaged in the community, OSI has come to recognize the main issues limiting growth in global education for the underserved student population- finances, lack of awareness, and fear of the unknown. One Step Initiative introduces the idea of study abroad to those who have never given it a thought. Our pre-departure training programs are designed to expand students' minds with culture building activities ranging from multicultural festivals to the Opera and leadership seminars. Some organizations have used scholarships as a way to entice student engagement but have failed due to insufficient time spent on developmental activities. The Youth Global Ambassadors program uses international education as a way to serve the community's residents. We connect youth to

the richness of the world to directly instill a sense of pride and self-esteem. Give all willing students the option to develop a worldview. More than 70 percent of employers agree that international studies experience can drastically increase the chances of landing a job. Sadly, most inner city youth have never seen beyond their neighborhoods, never gone to the mall, and never seen the Mississippi River. You cannot have a worldview if it's limited to what's shown on CNN or MSNBC. About 5 percent of all the students who studied abroad in college were African American just last year. Interests in study abroad diversification has increased in recent years. The Institute for International Education has implemented a 2 million dollar agenda to increase the number of US students abroad by 50% by year 2020. Majority of that money will never make it to the underserved community.

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How does the project contribute to your organization's overall mission?

OSI's mission: Education beyond borders. Students who study abroad are better prepared to make transitions, take control of new situations, and appreciate challenging situations for what they are: opportunities to learn and grow. Study abroad is one of the greatest ways for students to acquire the kinds of life skills that can't be learned in a classroom, and makes students more marketable to colleges. Studying abroad shows initiative, maturity, and independence. International experience is one of the most important components of a 21st century education. Globalization is changing the way the world works, and employers are increasingly looking for workers who have international skills and experience. The most recent data shows that 77% of U.S. students who studied abroad in America were white. The next-highest percentage for a single group was 7.9% for the Asian student population, followed by 6.9% Hispanic and 4.8% black or African-American. Project Goals (1) The development and dissemination of training and materials to strengthen cultural knowledge; (2) providing resources, materials, and training that focus on less commonly taught languages (LCTLs), including Twi and Spanish; (3) providing professional development opportunities to gain knowledge of the education, economic and business ideals of foreign companies through summer (or year-long) mentoring, and finally (4) Providing high school students (ages 15-18) an opportunity to participate in an international travel project. OSI's Global Ambassadors will develop a new understanding of how people can better serve their own communities. Students participate in domestic and international seminars to develop

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their professional capabilities, communication, and comprehension. Our goal is to equip youth with the skills and tools needed to succeed in an interdependent world. Study Abroad Education Our aim is to provide students the experience of interacting and learning in an international environment through quality study abroad programs regardless of their socioeconomic status. OSI will equip youth with the tools and skills needed to succeed in a global economy. At the heart of every OSI trip are well thought-out interactive activities which cultivate reflection and experiential learning. Community engagement as well as pre/post departure activities include student participation in community events, volunteer opportunities, arts and cultural events, and fundraising activities. Upon return they'll each work to help five of their peers in expanding global awareness and facilitate community engagement about their experiences.

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### **Narrative - Evaluation**

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Please explain how you will measure the effectiveness of your activities. Describe your criteria for a successful program and the results you expect to have achieved by the end of the funding period.

Measurable success will be assessed using the following tools and metrics: Percent to target (% TT) for program implementation; Year-Over-Year (YOY) Growth for number of student participants and donations. Education abroad outcomes and experiences by way of "21st Century Learning and Innovation Skills (4Cs)" and Benefits: International Awareness and Activities Survey (IAAS), Intercultural Development Inventory (IDI), Global Perspectives Inventory (GPI), International Education Survey (IES). IAAS (International Awareness and Activities Survey) Assessment of attitudes after a short-term study abroad program. Methodology is to determine whether students taking courses abroad to acquire "global awareness" to a greater extent than those who do not enroll in similar study abroad education programs and whether, at the end of the session, there was a statistically significant difference between the two groups. Global awareness was defined by four categories: intercultural awareness, personal growth and development, awareness of global interdependence; and functional knowledge of world geography and language. IDI (Intercultural Development Inventory) which identifies a student's cultural sensitivity, ranging from an intercultural mindset to an intercultural mindset. Student's thoughts and feelings about cultural differences are also

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assessed. GPI (Global Perspectives Inventory) is a self-report that measures the students learning outcome and student experiences; specifically, the connections between the student experiences at their high school on one hand and global student learning/development outcomes on the other. Dimensions of global learning and development for evaluation: Cognitive, Intrapersonal, and Interpersonal. Cognitive dimension includes comprehension and knowledge; intrapersonal dimension includes personal identity and affect; and the interpersonal dimension includes social interactions and social responsibility.

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Attachments:

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If your request is under \$25,000 please attach the following:

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1. Copy of the entity's 501 (c) 3 certificate for charitable organizations or 501 (c) 4 certificate for civic organizations
  2. Most recent IRS Form 990 or Financial Statements (balance sheet and income statement) as of the most recent fiscal year end certified by Chief Financial Officer/Treasurer of the entity.
  3. Complete Budget for grant request

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If your request is \$25,000 or more please attach the following:

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1. Copy of the entity's 501 (c) 3 certificate for charitable organizations or 501 (c) 4 certificate for civic organizations
  2. Copy of an annual audit as of a date within 18 months of the start of the current fiscal year.
  3. Complete Budget for grant request

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File 1 [Letter of Determination.jpg](#)

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File 2 [2015 990.pdf](#)

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File 3 [One Step Grant Request Budget.docx](#)

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ACKNOWLEDGEMENT:

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Read, and if you agree to the provisions, sign the following:

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The information provided has been submitted in good faith and as completely as our records and recollections permit.

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I understand that the information provided in this application shall be open to inspection upon filing with the office of the Shelby County Board of Commissioners.

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Signature:	Brian Booker
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Printed Name:	Brian Booker
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Date	8/17/2016
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